



# The ABCs of BBA *(for Base Closure)*



# BBA

## Business Based Action



*Reduction in pay rate*

*Change in employment category*

*Change to lower grade or pay band*

*Furlough*





*Separation*

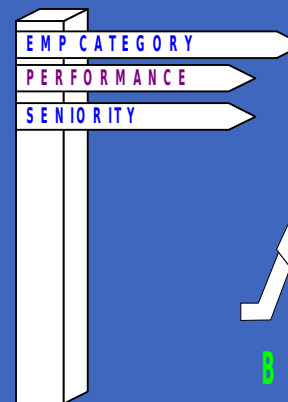
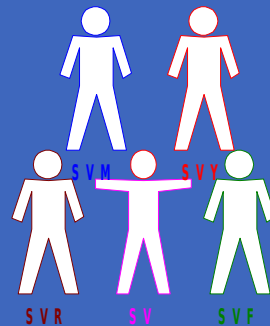
# BBA

## Business Based Action



### *Base Closure*

CLOSURE DATES	
1. SVRC	
2. SVYY	
3. SVYC	
4. SVM L etc	



BASE  
PACKING OUT



BBA NOTICE



# **NOTICE**

## **Regular Employees**

30 calendar days

## **Flex Employees**

7 calendar days

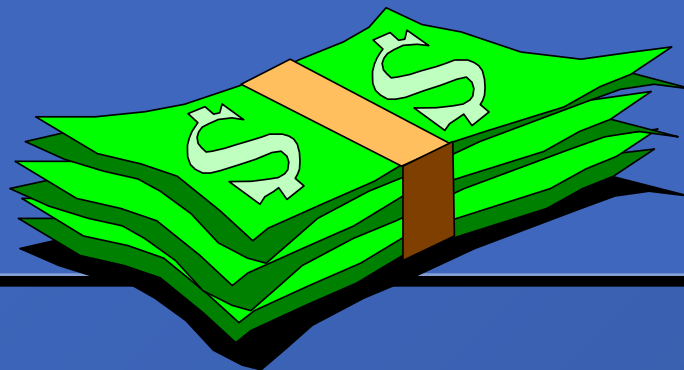
## **NAF Career Program Positions**

60 calendar days



# SEVERANCE PAY

Regular employee  
with at least 12 continuous months  
of service



Example -

# SEVERANCE PAY

16 years, 6 months, and 59 days

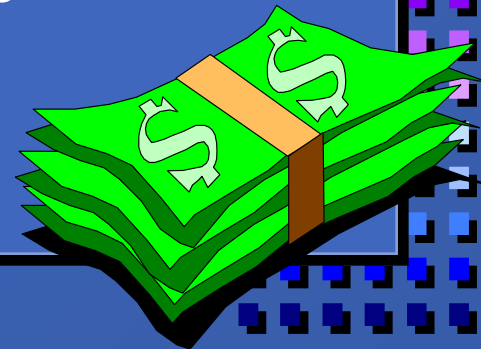
**SERVICE**

TIME (\$7.00 ph X 30 hrs = \$210.00 =  
**Weekly Wage**)

1-10	\$210 x 10 yrs	\$2,100.00
11-16	\$420 x 6 yrs	\$2,520.00
3 months	\$420 x .25	\$ 105.00
3 months	\$420 x .25	\$ 105.00
59 days	0	

**TOTAL SEVERANCE PAY**

**\$4,830  
.00**



# SEVERANCE PAY

## Estimate Calculation

**First 10 years**  
**YEARS**

**WW x**

**Years Thereafter**  
**YEARS**

**2WW x**

**By 3 months increments**

Basic Rate x Average Hours Worked = Weekly Wage  
**WW** (WW)

*or*



**.25 x**

**2WW**

# Example - SV SEVERANCE PAY

3 years, 4 months, and 14 days

## SERVICE

TIME (\$11.68 ph X 40 hrs = \$467.20 =  
Weekly Wage)

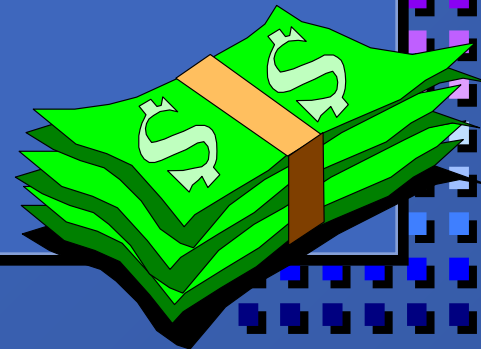
1-10            \$467.20 x 3 yrs    \$1,401.60

11+            \$934.40 x 0 yrs    \$        0

3 months      \$467.20 x .25                    \$   116.80

**TOTAL SEVERANCE PAY**

**\$1,518  
.40**





# RPL

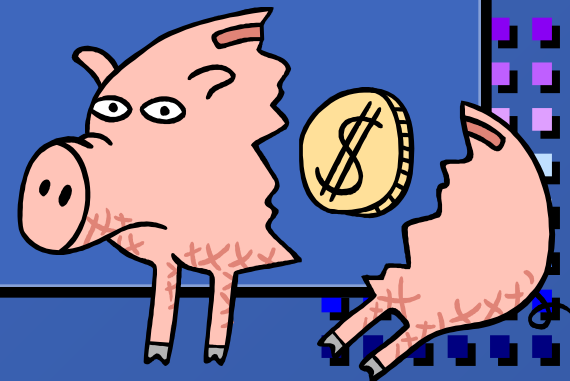
## Reemployment Priority List

- Until reemployed or until 1 year after
- All DOD NAF personnel offices within the commuting area



# Other Planning Considerations.....

Continuing HEALTH/LIFE  
AFNAF RETIREMENT PLAN  
401(k) SAVINGS PLAN





# Continuing Coverage

## Health Benefit Plan

Eligible for coverage under

- Post-Retirement Medical (PRM)
  - Temporary Continuation of Coverage (TCC)
  - Conversion
- 



# Continuing Coverage

Life & Accidental Death &

Dismemberment Plan

- Eligible for coverage under
    - 62/15
    - 52/5
    - Conversion
- 

# RETIREMENT PLAN

## *Retiring.....*

### Normal Retirement

- 65 years old

### Voluntary Early Retirement

- Age 62 with 5
- Age 60 with 20
- Age 55 with 30

### Optional Early Retirement

- Age 52 with 5 (reduced 4% per year under 62)

### Involuntary Retirement

- Age 50 with 20 (reduced 2% per year under 55)
- 25 years of credited service



# RETIREMENT PLAN

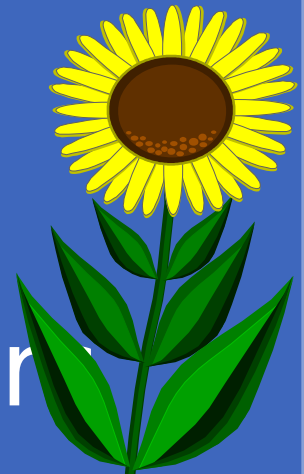
## *BBA'd* or separated

### Receive Refund

- When less than 5 years

### Defer Annuity *or* Receive Refund

- When more than 5 years

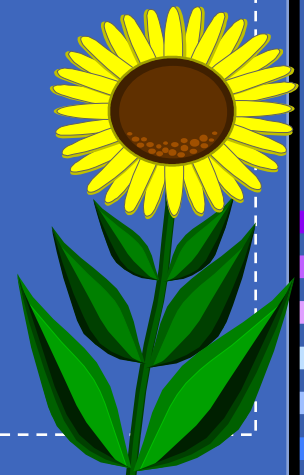


# RETIREMENT PLAN

*Retiring due to BBA.....*

## Involuntary Retirement

- At least 25 years of credited service
- At least Age 50 with 20 years of credited service



# 401 (k) SAVINGS PLAN

## *BBA'd* or Separated

Entitled to vested portion Plan account

- Ca\$h -- single lump-sum payment
- *or* rollover your account balance to an IRA





# 401 (k) SAVINGS PLAN

## *Vesting*

*Refers to ownership of your account balance.*

*Immediate  
vested interest to:*

Employee Contributions  
and Rollover  
Contributions

*Employer Matching*

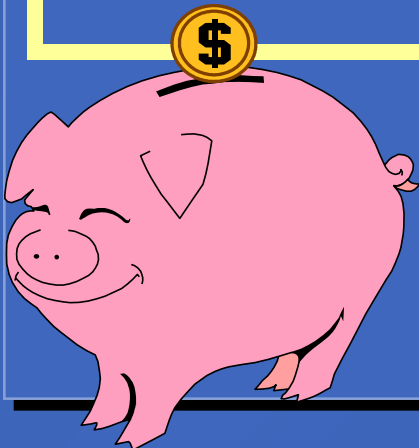
*Contribution:*  
Vested when completed three  
years of Regular AF NAF service.

- Die while actively employed
- Become disabled while actively employed;
- attain age of 65

# 401 (k) SAVINGS PLAN Tax Advice

Rules complicated, subject to change

Consult your Tax Advisor  
For Account Distribution



*Scudder.com*  
**Provides Quicker Access To Your  
Accounts**

# From NAF HRO

- Resume Writing Course
- Job Search Course
- MS Office Courses
  - MS Access (database)
  - MS Excel (spreadsheet)
  - MS Outlook (email)
  - MS Word (word processing)

# Timeline

- 6 Months – Master Resume
- 5 Months – Networking
- 4 Months – Job Search
- 3 Months – Send Out Resumes, Paperwork
- 2 Months – New Location
- 1 Month – Employee Notification
- Out-Processing

# Questions?

**HUMAN RESOURCES OFFICE**

Monday – Friday, 0900-1600

330-6066

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*your Benefits HR assistant!!  
Please Call for special appt!*